



Health Services
LOS ANGELES COUNTY

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www.dhs.lacounty.gov

To ensure access to high-quality, patient-centered, cost-effective health care to Los Angeles County residents through direct services at DHS facilities and through collaboration with community and university partners.



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January 20, 2015

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

**APPROVE THE REINSTATEMENT OF RETIRED COUNTY EMPLOYEE
AS A 120-DAY TEMPORARY EMPLOYEE
(ALL DISTRICTS)
(3 VOTES)**

SUBJECT

The Department of Health Services (DHS) is requesting that the Board grant an exception to the 180-day waiting period required under the California Public Employees' Pension Reform Act (PEPRA) of 2013, with regards to reinstating retired County Employees as 120-day temporary employees.

IT IS RECOMMENDED THAT THE BOARD:

Authorize DHS's immediate reinstatement of Mr. Lawrence Gatton as a temporary employee upon Board approval, waiving the 180-day waiting period required under Government Code Section §7522.56 (Code).

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTIONS

Los Angeles County (County) employee, Mr. Gatton retired from active County service on January 6, 2015 as DHS Chief Revenue Services at the time of his retirement. He is responsible for designing the necessary finance interfaces and the development of an itemized Charge Description Master (CDM) for the Online Real-time Centralized Health Information Database (ORCHID), an electronic health record system that DHS' is currently implementing. He has been involved with the ORCHID implementation from the beginning and his continued participation in the finance portion of the project is necessary for a successful implementation. His dedication and vast knowledge of the existing QuadraMed system was key in the development of a successful financial interface between Cerner and QuadraMed. He was also instrumental in the development of DHS's first itemized CDM. All of these efforts helped in the very successful financial implementation of the ORCHID system at Harbor-UCLA Medical Center.

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

40 January 20, 2015


PATRICK OGAWA
ACTING EXECUTIVE OFFICER

The next ORCHID implementation dates are:

- Martin Luther King, Jr. Outpatient Center (MLK OC): February 1, 2015
- LAC+USC Medical Center (LAC+USC MC): May 1, 2015
- High Desert Regional Health Center (HDRHC): August 1, 2015
- Rancho Los Amigos National Rehabilitation Center (RLANRC): November 1, 2015
- Olive View-UCLA Medical Center (OV-UCLA MC): February 1, 2016

Due to the short time frame for all of these implementations, DHS cannot wait for 180 days in order to reinstate Mr. Gatton, and instead is requesting to immediately reinstate him. DHS requests that the Board approve the reinstatement of Mr. Gatton as a temporary employee, waiving the 180-Day waiting period required under PEPRA.

Implementation of Strategic Plan Goals

The recommended action supports Goal 1, Operational Effectiveness/Fiscal Sustainability, of the County's Strategic Plan, maximizing public services by reinstating experienced former employees, and promoting sound and prudent fiscal practices by reducing overtime and training costs.

FISCAL IMPACT/FINANCING

Funding for this position exists within DHS's Salary and Employee Benefits budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Under the Code, a retiree must wait 180 days from the date of retirement before returning to work for the County on a temporary basis. An exception to this rule is allowable if the employer certifies that the employee's immediate reinstatement is necessary in order to fill a critically needed position and provided that the hiring has been approved by the Board in an open meeting. DHS requests that the Board grant an exception to this 180-day rule, recognizing the importance of Mr. Gatton assisting DHS in the continuing implementation of ORCHID. It is very important to have Mr. Gatton start as soon as possible to provide his technical assistance in implementing ORCHID at our largest and most complex hospital, LAC+USC MC. This type of work is only temporary and would end at the conclusion of the final implementation at OV-UCLA MC.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

This action will help to ensure a successful implementation of the financial components of ORCHID at the remaining DHS facilities.

CONCLUSION

Mr. Gatton's experience and knowledge working on the ORCHID project dealing with the interfaces between Cerner and QuadraMed and the development of the itemize CDM will allow for a very successful implementation of the financial components of ORCHID. The immediate reinstatement of Mr. Gatton as a temporary employee will also be critical for the remaining facilities to reduce any adverse financial impact on cash flow.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Mitchell H. Katz".

Mitchell H. Katz, M.D.
Director

MHK:rop

c: Chief Executive Office
County Counsel
Executive Office, Board of Supervisors